



The Brilliant Club

Gender Pay Gap Report

Reporting Year – 2021

The gender pay gap shows the difference in the average hourly rate of pay between female and male employees in the charity, expressed as a percentage of the average male earnings.

The Brilliant Club has followed the [calculation methodology](#) set out by the Government Equalities Office to report our mean and median gender pay gap and distribution across pay quartiles.

Having reviewed the data for The Brilliant Club as at 5 April 2021, we have outlined our Gender Pay Gap Report summary below.

The staff breakdown for the period reported upon is:

- Female
- Male

Although gender pay gap legislation expressly requires employers to report on binary sexes, we acknowledge the limitations of the government's current system and support a greater focus on trans inclusion and better recognition of non-binary genders, as well as the right to self-define one's gender without unnecessary medicalisation.

The difference in the **mean hourly rate** of pay between male and female full pay relevant employees is:

Reporting Year – 2021	-5.5%
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The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

The difference in the **median hourly rate** of pay between male and female full pay relevant employees is:

Reporting Year – 2021	0%
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The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest.

The median gender pay gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The **proportion of male and female** full pay relevant employees in each of the four quartiles are:

	Female	Male
Upper hourly pay quarter	77.3%	22.7%
Upper middle hourly pay quarter	63.9%	36.1%
Lower middle hourly pay quarter	63.8%	36.2%
Lower hourly pay quarter	71.5%	28.5%

Analysis of our gender pay gap figures tells us that we have no median pay gap and a negative 5% mean pay gap.

In line with most educational and similar non-profit organisations, the workforce within The Brilliant Club is significantly female dominated. Our male/female balance is driven by common 'gendered' roles within the education sector.

At the charity, female dominant representation is particularly evident at senior management levels which can often be dominated by male colleagues. Senior management pay data is what has predominantly determined the mean gender pay gap falling into a negative %. Our pay gap is also impacted by male representation within our lower pay quartile.

Finally, the median figure has largely been determined by the majority of our workforce (our tutors) all earning the same hourly rate entirely irrespective of their gender.

The Brilliant Club does not award any bonus payments at any level which fall into the definition of a bonus under the gender pay gap reporting guidelines.

We recognise the gender pay gap is a result of a wide range of economic, cultural, social, and educational factors. Our organisational response to the gender pay gap forms part of a wider, overarching approach to diversity and inclusion and development of our internal culture, policies, and practices.